

Get Started Today

Take full advantage of the State of Delaware Deferred Compensation Plan.

For more information or to enroll in the Deferred Compensation Plan visit www.treasurer.delaware.gov or call the Office of the State Treasurer – 302/672-6700.



Please note that your distribution options differ between the Deferred Compensation Plan and the Match Plan because they are different types of plans. Your Deferred Compensation Plan allows you to leave your money in the plan and defer your distribution to a later date, receive periodic payments from your account, purchase an annuity, transfer your account to another retirement plan (provided that plan accepts transfers), or receive a lump sum distribution. Your Match Plan allows you to leave the money in your plan (subject to certain minimums), take a partial or full distribution, or roll it over to another eligible retirement plan or into an individual retirement account (IRA). Call Fidelity at 800/343-0860 for more detailed information about taking a distribution from your State of Delaware Deferred Compensation Plan or Match Plan.

Office of the State Treasurer
820 Silver Lake Boulevard, Suite 100
Dover, Delaware 19904
302/672-6700
www.treasurer.delaware.gov

Making the most of your **Retirement Plan**

**State of Delaware
Deferred Compensation Plan**



You now have access to one of the most convenient ways to save for retirement -- the State of Delaware Deferred Compensation Plan. Learn more about all the features available to you.



your Retirement Plan highlights



The Deferred Compensation Plan offers several advantages, including:

- ✎ Convenient payroll deduction- your contributions are automatically deducted from your paycheck. The money is contributed to your retirement plan before you have a chance to spend it.
- ✎ Pretax contributions to the plan lower your federal and, in most cases, state income taxes—so you may be able to keep more of your income each year.
- ✎ Once invested in your account, your money has the potential to grow tax-deferred. Tax deferral, combined with the power of compounding, allows your investments the potential to grow more than if you invested in a taxable account.
- ✎ A variety of investment options, covering a range of risk and return characteristics, helps you build your retirement portfolio.

Eligibility

All employees in a pension-eligible position are eligible to participate in the Deferred Compensation Plan. "Casual-seasonal" employees are not eligible.

Employee Catch-Up Contributions

You can make catch-up contributions to the Plan in the three taxable years prior to attaining "normal retirement age" as designated by the State Pension Office, which begins at the earlier of age 65 or the age at which the employee has the right to retire and receive a full state pension, and ending at age 70 ½. If this applies to you in 2008, the total limit on deferral contributions, including the catch-up contribution, is \$31,000. Please note that the age-50 catch-up cannot be made in conjunction with the double limits discussed above. Participants who are age 50 or older may be eligible to contribute an additional \$5,000.

Employee Contributions to the Deferred Comp Plan

Each year, you may contribute up to 100% of your taxable income, up to the annual dollar limit set by the IRS (\$15,500 in 2008). The limit may be indexed for inflation by the IRS after 2008. Your contribution can be changed at any time by calling Fidelity at 800/343-0860.

Vesting

You are immediately vested in any contributions you or the State of Delaware have made to your retirement plan accounts.

Unforeseeable Emergency Withdrawals

In certain limited situations, unforeseeable emergency withdrawals may be available for reason of severe financial hardship arising from a sudden and unforeseeable event. An unforeseeable event is a sudden occurrence, catastrophic in nature, which by reasonable standards could not have been anticipated. If you experience an unforeseeable emergency that causes you severe financial hardship, you may apply for a withdrawal from your Deferred Compensation Plan account by calling the Office of the State Treasurer at 302/672-6700.

managing your account is easy

Convenient Account Access

- ✎ 24-hour automated account access: Call 800/343-0860 toll free, virtually 24 hours a day, seven days a week, for mutual fund information, account balances, exchanges, and more.
- ✎ Online account information: Log on to the Internet, via NetBenefitsSM at www.fidelity.com/atwork, for access to your account information.
- ✎ Experienced representatives: Call a Fidelity Retirement Services Specialist at 800/343-0860, Monday - Friday, 8:00 A.M. to midnight ET, for assistance with any plan- or account-related questions.
- ✎ Quarterly account statements: You will receive quarterly statements detailing your account activity and personal rate of return for the previous quarter.

Address Changes

To change your address, please contact the Office of the State Treasurer.

Beneficiary Designation

You may change your beneficiary designation by calling Fidelity to request a beneficiary form.

Distribution Options

To initiate a distribution from your State of Delaware Deferred Compensation Plan, call Fidelity at 800/343-0860. Checks are generally mailed within three to five business days.